



DEPARTMENT OF THE ARMY  
HEADQUARTERS UNITED STATES ARMY INFANTRY CENTER  
FORT BENNING, GEORGIA 31905-5000

REPLY TO  
ATTENTION OF

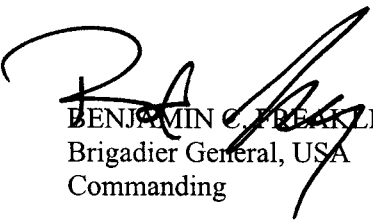
ATZB-EO (600)

18 AUG 2003

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Prevention of Sexual Harassment

1. Sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when--
  - a. Submission to, or rejection of, such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career; or
  - b. Submission to, or rejection of, such conduct by a person is used as a basis for career or employment decisions affecting that person; or
  - c. Such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.
2. Examples of sexual harassment include unseemly banter, comments, jokes, visual displays of a sexual nature, and unwelcome physical contact.
3. Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a soldier or civilian employee is engaging in sexual harassment. Similarly, any soldier or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.
4. Individuals who perceive they are being sexually harassed by supervisors, superiors, co-workers, or peers should make it clear that such behavior is offensive and report the harassment to the appropriate official or agency. Reports may be made through the chain of command, the Equal Opportunity Office (EOO) or Inspector General. Civilian Employees may also complain to the EOO. Fort Benning's Sexual Harassment Hotline is 545-3206.
5. Fort Benning has a continuing commitment to eradicate sexual harassment and to ensure the highest level of professional behavior and courtesy for each employee. I expect everyone to make a personal commitment to achieve these goals.
6. A copy of this memorandum will be posted on all unit bulletin boards, will be read by all personnel during unit in-briefing, and will be brought to the attention of all personnel annually.

  
BENJAMIN C. BREAKLEY  
Brigadier General, USA  
Commanding

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